

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

(*EX*amining *C*onflicts in *E*mployment *L*aw) August 27-29, 2013

The EXCEL Conference is geared toward EEO, HR and ADR professionals. There are open workshops and closed tracks that provide a wealth of information for participants. Participants need to select one workshop from each of the sessions listed below. Plenary sessions occur on Tuesday and Wednesday mornings, and on Thursday afternoon. Attendees enrolled in the closed tracks are not scheduled to participate in the Wednesday and Thursday plenary sessions.

The Barrier Analysis (MD-715) Track, Basic Mediation Track, Advanced Mediation Track, and Hearings Preparations Track require separate enrollment. All closed tracks are limited to 40 people.

CLOSED WORKSHOP SESSIONS

MD-715: Barrier Analysis	BAS MED: Basic Mediation	ADV MED: Advanced Mediation	HP: Hearings Preparations
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OPEN WORKSHOP SESSIONS

ADR: Alternative Dispute Resolution Participants	EEO: Equal Employment Opportunity Professionals	HR: Human Resources Professionals	REP: Agency & Complainant Representatives
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Sunday, August 25, 2013

3:00 – 7:00 PM	Conference Registration (For those attending Pre-conference ONLY)
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Monday, August 26, 2013

8:30 – 4:30 PM	Pre-Conference Session – Counselor & Investigator Refresher Training Session will meet requirements for eight hours of annual refresher training for counselors and investigators, as outlined in MD-110. Available as stand-alone class. (Vicki Wright, Charetta Harrington, Michelle Crew and Kathy Aram)
8:30 – 4:30 PM	Pre-Conference Session – Litigation Before the MSPB & EEOC Session will cover advanced topics of discovery, summary judgment, mixed cases, mixed appeals, settlements and class complaints. Must register for full conf. (MSPB AJ, EEOC AJ)
3:00 – 7:00 PM	Conference Registration (for ALL attendees other than those attending Pre-conference)

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

Tuesday, August 27, 2013

PLENARY SESSIONS

Tuesday, August 27, 2013

8:30 AM – 12:00 PM

8:30 – 9:00 AM	CONFERENCE OPENING
9:00 – 10:00 AM	Opening Plenary with EEOC Chair
10:00 – 10:30 AM	Break
10:30 – 12:00 PM	The Equal Pay Act – 50th Anniversary Keynote – Lilly Ledbetter
12:00 – 1:30 PM	Lunch

OPEN WORKSHOPS

SESSION I : 1:30 PM – 3:00 PM

Tuesday, August 27, 2013

A		EEO/HR/REP – The Science of Unconscious Biases and Its Impact on EEO Investigations & Determinations (Amy Oppenheimer)
B		EEO/REP/HR – Personal Assistants and Employees with Disabilities (JAN)
C		ADR – Conflict Resolution for Managers and Supervisors (Dr. Patricia Taylor)
D		REP – Direct and Cross Examination in EEO Cases (Gary M. Gilbert & Ernest Hadley)

CLOSED WORKSHOPS

SESSION I : 1:30 PM – 3:00 PM

BAS Med	BASIC MEDIATION
ADV Med	ADVANCED MEDIATION
HP	HEARINGS PREP
MD	MD-715 Barrier Analysis Track
3:00 – 3:30 PM	Break

EEO	
HR	
REP/ATTY	
ADR	
ALL	

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

Tuesday, August 27, 2013

OPEN WORKSHOPS

SESSION II: 3:30 PM – 5:00 PM

Tuesday, August 27, 2013

A	EEO –Leveraging iComplaint Data to Manage your EEO Program (Arlene Austin)
B	HR – Can I Google Applicants? & Other Social Media Concerns for the HR Manager (Joe Bontke & John Sim)
C	ADR/REP – Going to Vegas with Kitty: How to Settle the Non-Settle-able EEO Cases (Kitty G. Grubb)
D	EEO/HR/REP – "That's Sanctionable!" – Litigating Sanctions Before the EEOC (John P. Mahoney & Eve Friedli)

CLOSED WORKSHOPS

SESSION II : 3:30 PM – 5:00 PM

BAS Med	BASIC MEDIATION
ADV Med	ADV MEDIATION
HP	HEARINGS PREP
MD	MD-715 Barrier Analysis Track

EEO	
HR	
REP/ATTY	
ADR	
ALL	

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

WEDNESDAY, AUGUST 28, 2013

7:00 – 8:30 AM		Breakfast
PLENARY SESSION 8:30 AM – 10:00 AM		
8:30 – 9:10 AM		The Rehabilitation Act – 40th Anniversary Keynote
9:20 – 10:00 AM		EEOC's African American Workgroup Report – Overview
10:00 – 10:30 AM		Break
OPEN WORKSHOPS SESSION III: 10:30 AM – NOON Wednesday, August 28, 2013		
A		EEO/HR – How to Measure the Impact of EEO & Diversity Management Programs (Dr. Patricia Taylor)
B		EEO/HR – Job Accommodations That Work! (Linda Carter Batiste)
C		REP/HR – Jobs Descriptions That Withstand Scrutiny Under Legal Fire (Wesley Eby Johnson)
D		REP – Taking and Defending Depositions (and Then Using Them at Hearing) (Joseph Kaplan)
CLOSED WORKSHOPS SESSION III: 8:30 AM – Noon		
BAS Med	BASIC MEDIATION	
ADV Med	ADV MEDIATION	
HP	HEARINGS PREP	
MD	MD-715 Barrier Analysis Track	
12:00 – 1:30 PM		Lunch

EEO	
HR	
REP/ATTY	
ADR	
ALL	

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

WEDNESDAY, AUGUST 28, 2013

OPEN WORKSHOPS

SESSION IV: 1:30 PM – 3:00 PM

Wednesday, August 28, 2013

A		EEO/HR – The Just-in-Time Model: Reaching Managers with the Right Knowledge at the Right Time (Hannah Rudstam, Wendy Strobel-Gower & Laurel K. Parker)
B		EEO/HR – Transgender Employment Discrimination: Current Issues in Complaint Prevention, Investigation and Resolution (Jaime L. Phillips)
C		ADR – Conflict and Communications (Anne Bachle-Fifer)
D		REP/EEO/HR – Dealing with Timeliness Issues in EEO Complaints (Gary M. Gilbert & Ernest Hadley)

CLOSED WORKSHOPS

SESSION IV: 1:30 – 3:00 PM

BAS Med	BASIC MEDIATION
ADV Med	ADV MEDIATION
HP	HEARINGS PREP
MD	MD-715 Barrier Analysis Track
3:00 – 3:30 PM	Break

EEO	
HR	
REP/ATTY	
ADR	
ALL	

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

WEDNESDAY, AUGUST 28, 2013

OPEN WORKSHOPS

SESSION V: 3:30 PM – 5:00 PM

Wednesday, August 28, 2013

A		EEO/HR – Women & Bias
B		EEO/HR – Conducting a Comprehensive MD-715 Assessment (Joyce Davis)
C		ALL – The Hidden Cost of Conflict at Work: Discover What Conflict is COSTING Your Organization (Julio L. Matta)
D		REP – ETHICS ***3:30 – 5:30*** (Anne Bachle-Fifer)

CLOSED WORKSHOPS

SESSION V: 3:30 PM – 5:00 PM

BAS Med	BASIC MEDIATION
ADV Med	ADV MEDIATION
HP	HEARINGS PREP
MD	MD-715 Barrier Analysis Track

EEO	
HR	
REP/ATTY	
ADR	
ALL	

Wednesday, August 28, 2013

OPEN EVENING SESSION: 5:30 PM – 7:00 PM

Wednesday, August 28, 2013

E		EEO/REP – Ask the EEOC AJ 5:30-6:15PM
F		EEO/REP – Ask the EEOC OFO Attorney 6:15-7:00PM

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

THURSDAY, AUGUST 29, 2013		
7:00 – 8:30 AM		BREAKFAST
OPEN WORKSHOPS <u>SESSION VI: 8:30 AM – 10:00 AM</u> THURSDAY, AUGUST 29, 2013		
A		EEO/REP – The Mixed Case Dilemma: You Can't Get There From Here (MSPB AJ Laura M. Albornoz)
B		EEO/HR – Supporting LGBT Employees and Contractors in a Conservative Environment (Tara Lynn Gillam & Bonni Perry McClure)
C		REP – Equal Pay Act Litigation (EEOC AJ Marlin Schreffler)
D		ALL – Why Trust Is Essential To Successful Leadership (Tracey P. Robinson)
CLOSED WORKSHOPS SESSION VI: 8:30 AM – 10:00 AM		
BAS Med	BASIC MEDIATION	
ADV Med	ADV MEDIATION	
HP	HEARINGS PREP	
MD	MD-715 Barrier Analysis Track	
10:00 – 10:30AM		BREAK

EEO	
HR	
REP/ATTY	
ADR	
ALL	

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

THURSDAY, AUGUST 29, 2013		
OPEN WORKSHOPS		
SESSION VII: 10:30 AM – Noon		
THURSDAY, AUGUST 29, 2013		
A		EEO/REP – Procedural Dismissals & Why You Keep Getting Reversed
B		REP/EEO – The New MSPB Regulations (MSPB AJ Laura M. Albornoz)
C		ALL – Remedies Available to Successful Complainants (Gary M. Gilbert & Deryn A. Sumner)
D		REP/EEO/HR – Lessons Learned: A View from the Bench (EEOC AJ Marlin Schreffler & EEOC AJ Fran Polito)
CLOSED WORKSHOPS		
SESSION VII: 10:30 AM – 12:00 PM		
BAS Med		BASIC MEDIATION
ADV Med		ADV MEDIATION
HP		HEARINGS PREP
MD		MD-715 Barrier Analysis Track
12:00 - 1:30 PM		LUNCH

EEO	
HR	
REP/ATTY	
ADR	
ALL	

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

THURSDAY, AUGUST 29, 2013		
OPEN WORKSHOPS		
SESSION VIII: 1:30 PM – 3:00 PM		
THURSDAY, AUGUST 29, 2013		
A		EEO/HR – Avoiding Retaliation Claims in the Workplace (Tracey P. Robinson)
B		HR – Is it "Style" or Harassment? (Will Lucero)
C		REP – Proving and Defending Claims of Compensatory Damages (Joseph Kaplan)
D		REP/EEO – Class Complaints
CLOSED WORKSHOPS		
SESSION VIII: 1:30 PM – 3:00 PM		
BAS Med	BASIC MEDIATION	
ADV Med	ADV MEDIATION	
HP	HEARINGS PREP	
MD	MD-715 Barrier Analysis Track	
3:00 – 3:30 PM	BREAK	

EEO	
HR	
REP/ATTY	
ADR	
ALL	

2013 EXCEL CONFERENCE FEDERAL SECTOR AGENDA

THURSDAY, AUGUST 29, 2013	
<u>PLENARY SESSION</u> 3:30 PM – 5:00 PM THURSDAY, AUGUST 29, 2013	
3:30 – 4:45 PM	EEOC Case Update (Joel Kravetz, Former EEOC Hearings Coordinator/Attorney)
4:45 – 5:00 PM	Conference Closing – Executive Committee
FINAL CLOSED WORKSHOPS SESSION IX: 3:30 PM – 5:00 PM	
BAS Med	BASIC MEDIATION
ADV Med	ADV MEDIATION
HP	HEARINGS PREP
MD	MD-715 Barrier Analysis Track
<u>CONFERENCE CLOSING</u> <u>5:00 PM</u>	

EEO	
HR	
REP/ATTY	
ADR	
ALL	